

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT PLAN

2017 - 2020



**MARCH 2017
(Amended August 2017)**

Angus Community Justice Outcomes Improvement Plan

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1. BACKGROUND AND INTRODUCTION

The Community Justice (Scotland) Act 2016 puts a duty on Statutory Community Justice Partners to work together to produce a Community Justice Outcomes Improvement Plan that has regard to the National Strategy for Community Justice, the National Outcomes Performance and Improvement Plan (OPI) Framework; and the Local Outcomes Improvement Plan (LOIP) for that area. In preparing the plan, the Act requires partners to consult with Community Justice Scotland, and involve third sector partners, community bodies and other partners, including the private sector, as appropriate.

Community Justice means:

“The collection of individuals, agencies and services that work together to support manage and supervise people who have committed offences, from the point of arrest through prosecution, community disposal or custody and alternatives to these, until they are reintegrated into local communities”

The Angus Community Justice Outcomes Improvement Plan (ACJOIP) seeks to:

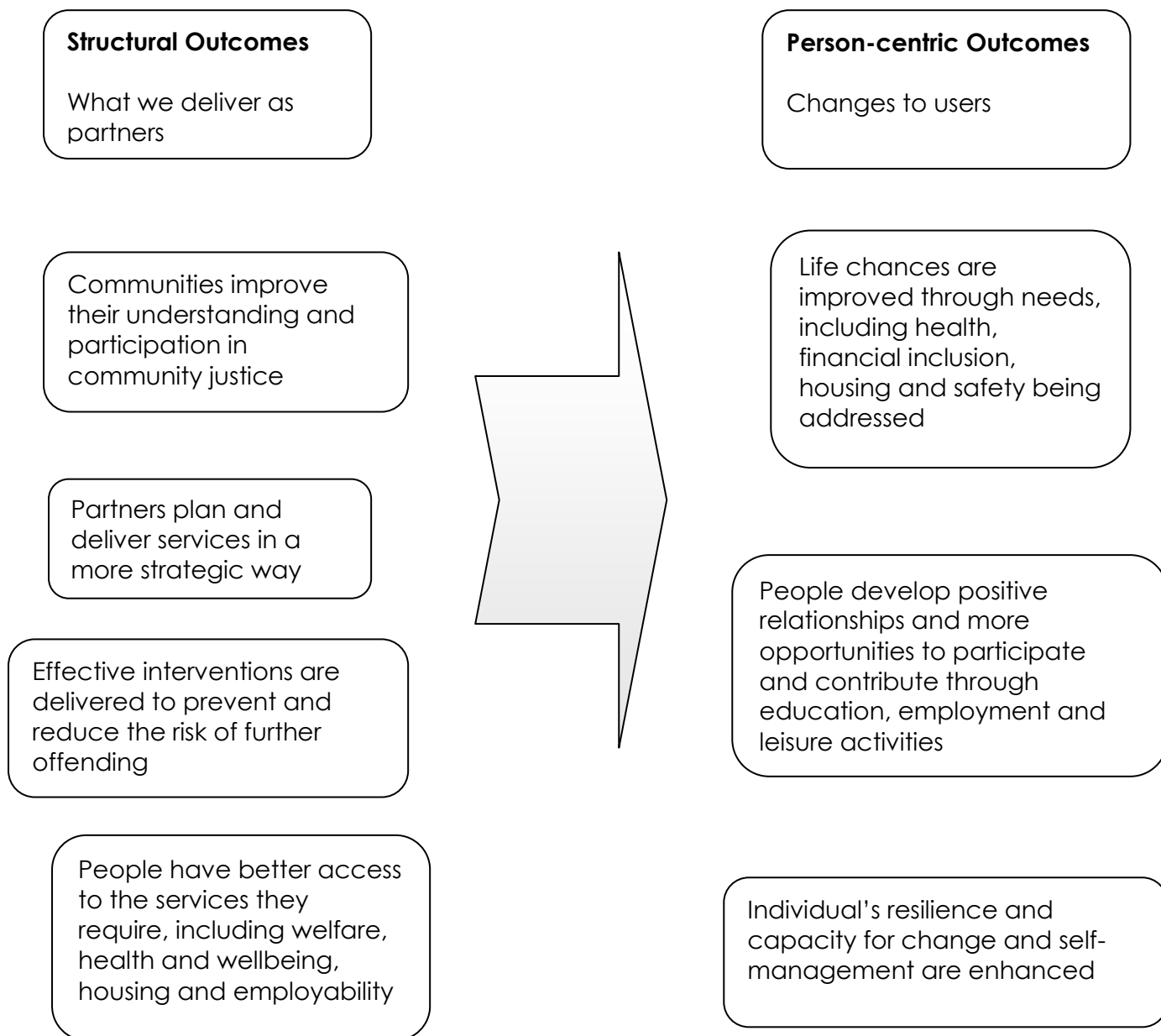
- Prevent and reduce further offending
- Safely and effectively manage and support those who have committed offences to reintegrate into local communities and realise their potential for the benefit of all citizens
- Shift the balance of community and custodial sentences, by increasing the use of community orders and reducing the use of short term custodial sentences
- Improve the arrangements for reintegrating offenders from custody into local communities

The evidence base for the Angus Community Justice Outcomes Improvement Plan is contained in the Angus Community Justice Profile, a summary of which is detailed in Section 3. The full Community Justice Profile can be found at www.angus.gov.uk/communityjusticeservice

The Community Justice Profile provides a detailed data analysis which follows services users' journey through the Criminal Justice System, looking at the trends over time. The Profile also evaluates the views and experiences of those who have been involved in the Criminal Justice System, including people with convictions and their families, victims and witness of crime, and people living in local communities.

The Angus Community Justice Outcomes Improvement Plan takes account of the Scottish Government Guidance for local partners on the new Model for Community Justice (see <http://www.gov.scot/Publications/2016/11/4628>). The plan is based on an Angus interpretation of the priorities identified in the National Strategy for Community Justice (see <http://www.gov.scot/communityjusticestrategy>) which are summarised as follows:

National Community Justice Strategy Priorities



The indicators identified in the National Outcomes Performance Improvement Framework (see <http://www.gov.scot/Publications/2016/11/3701>) have been combined with a number of local measures and included to the Angus Community Justice Outcomes Improvement Delivery Plan.

2. ANGUS COMMUNITY JUSTICE PROFILE

2.1 Introduction

This Profile is an executive summary of the full Angus Community Justice Profile. The Profile is intended to support the transition from the Regional

Community Justice Authorities to local Community Planning Partnerships. The analysis contained in the Profile has informed the Angus Community Justice Outcomes Improvement Delivery Plan. The Profile pulls together data from the full range of the statutory and non-statutory agencies involved in the Angus Community Justice Partnership.

2.2 Angus Demographics & Deprivation

Angus, while generally a prosperous and successful area of Scotland, contains pockets of relative deprivation linked to unemployment, low incomes, access to housing and services, and poorer health outcomes. The majority of the population live in the seven main towns and the areas of greatest relative deprivation are to be found in these towns – particularly Arbroath. Like many areas of Scotland, Angus faces the future with an ageing population and a smaller proportion of its residents of working age. Further details of the geography and demographics of Angus, together with fuller information on relative deprivation in the county can be found in the full Angus Community Justice Profile at www.angus.gov.uk/communityjusticeservice

2.3 Crime Levels & Trends

Crime levels – as recorded by Police Scotland – are falling in Scotland and Angus in particular. There was a 2% fall in recorded crime in Angus between 2014/15 and 2015/16. Despite this overall decrease, there has been an increase in the most serious violent crime. It must be noted, however, that despite this increase, serious violent crime in Angus remains rare and below recent peak levels experienced during 2007/08. Sexual crimes have also increased in recent years – linked to many historical offences reported in the wake of recent high profile cases. Volume crime such as vandalism and acquisitive crime have fallen within Angus in recent years. These figures show reductions in shoplifting, housebreaking and minor theft, while there have been increases in some types of fraud. Police Scotland data also includes proactive offences such as drugs possession, offensive weapon finds and traffic offences. Levels of these offences have been on an upward trend in recent years. This is dependent on proactive police activity driven by operational decisions and does not reflect an absolute increase in this type of offending.

2.4 Detection Rates

The most serious crimes (serious violence and sexual crimes) have the highest detection rates. This reflects the level of resource committed to these crimes and the availability of witnesses and physical evidence. Other crime types – such as vandalism – are much harder to detect as there is often little or no evidence or corroborating witnesses.

2.5 Domestic Abuse

A priority area both nationally and locally, incidents of domestic abuse and other domestic related incidents rose in recent years, peaking in 2013/14. Levels in the last two full reporting years have fallen. Domestic related crimes which cover the full range of criminality with the most serious crime types are thankfully rare. All partners within the Angus Community Justice Partnership are fully committed to work together to reduce levels of domestic abuse, protect and support victims and deal effectively with offenders.

2.6 Hate Crime

Hate crimes are those where the victim is targeted because of their religion, race, or other protected social characteristic. Within Angus, this sort of crime is very low and tends to take the form of more minor verbal abuse, as opposed to physical violence.

2.7 Alcohol & Crime

There is considerable evidence linking crime to the misuse of alcohol. Angus is no exception with levels of alcohol related crime (particularly violent crime) increasing in recent years.

2.8 Offender Profile

Nearly eight out of ten of all detected offenders in Angus are male, with younger men aged between 18 and 35 overly represented. This local analysis within Angus is consistent with academic research carried out at a national and international level over a number of years. Some of this research has looked at the relationship between crime, unemployment and relative poverty. In an Angus context, half of all offenders in recent years have been unemployed at the time of the criminal behaviour. Additionally, there is a strong suggestion of a link between offending behaviour and relative deprivation – 38% of all offenders live within the eight most deprived areas of Angus (as identified by the Scottish Index of Multiple Deprivation).

2.9 Offending by Young People

The number of crimes committed by young people aged 16 or under increased in 2015/16 but is in line with historical levels. Crimes committed tend to be of a less serious nature with violent and sexual crimes very rare. As with offending in general, those responsible tend to be male with older teenagers (aged 13 to 16) the most common age grouping. In each of the seven Angus towns, a small number of prolific repeat offenders are found to be responsible for a significant proportion of crimes. These prolific offenders include some of our most vulnerable young people – including Looked after Children (LAC). Very often, offending behaviour by these young people takes place within a care setting, and not within the general community.

2.10 Victim Profile

The latest analysis from 2015/16 suggests that 55% of all crime victims are female, with 18 to 35 year olds the most represented. Male victims tend to be a little older. Over a third of all crime victims reside within the eight most deprived data-zones of Angus. This is a similar pattern as for offenders and would indicate that interventions against offenders are likely to benefit the victims in these areas also.

2.11 Community Disposals

Within Angus, 90% of all crimes where the alleged perpetrator is an adult, result in a report to the Procurator Fiscal (PF). The remaining 10% are dealt with by means of warnings or Fixed Penalty Notices (FPNs). It is less serious offences that are dealt with by these alternative means. Following a report to the PF, some cases may be dealt with directly by means of PF warnings, fines or referrals to treatment or support programmes. For those cases not suitable for direct measures by the PF, the courts will then determine an

appropriate disposal and sentence. In many instances, the Criminal Justice Social Work Report (CJSWR) is an important tool to aid the courts in this process. The majority of subsequent disposals are non-custodial with a wide range of community based sentences available to the court. The most commonly used such sentence in Angus is the Community Payback Order (CPO) which typically involves the offender undertaking a programme of unpaid work (UPW) within the community – often with a requirement for supervision. The number of hours of UPW completed in Angus increased during 2015/16. Other available options open to the court included Structured Deferred Sentences (SDS) which allows offenders to focus on the underlying issues leading to their offending behaviour,

2.13 Custodial Trends

During the last year, the number of Angus residents in Scottish prisons has fluctuated between 90 and 110 – mostly within HMP Perth. Over 160 prisoners have been released back into Angus communities in the year to August 2016 – the latest available figures. 60% of these persons were released having served short periods of incarceration. Many of those sentenced to custodial sentences have dependent children. Further information on the age and gender breakdown of persons can be found in the full Angus Community Justice Profile.

2.14 Community Reintegration

Available reconviction rates for Angus include both custodial and community based disposals. While reconviction rates for Angus based offenders were historically above Scottish averages, the most recent figures show an improvement to below the national average. Further work is required to support the analysis of reconviction rates for community based disposals against custodial sentences, and between alternative community disposals.

2.15 Community Needs Assessment

To help inform the Angus Community Justice Profile and the Outcome Improvement Plan, an Angus Citizens Panel survey was undertaken. This was supplemented by focus groups. The survey and focus groups asked respondents their opinions and experiences of crime within Angus, their impressions of community based sentences, and the role community justice can have in reducing reoffending. Respondents were found to be most concerned about vandalism and other low level anti-social behaviour, housebreaking, and drug related crime. Respondents see improved security as the most effective way to reduce crime, but are also aware of how improving social and family relationships within local communities can also help preventing reoffending. Most respondents are aware of many of the available alternatives to a custodial sentence. While feelings were mixed on the adequacy of such sentences as a punishment, there was also an appreciation of how custodial sentences are not necessarily appropriate for less serious offences. Respondents were mostly unaware of any specific project in their own area that has benefited from the Unpaid Work programme. They felt that this work needs to be better publicised and that local communities should have more input in what type of projects are undertaken.

2.16 Future Development

A number of areas for future data collection and analysis have been identified in the Community Justice Outcomes Improvement Plan. This includes work around Scottish Prison Service (SPS) data currently subject of a consultation between the SPS and local Community Justice Partnerships. Work will also continue to assess the success of

community based sentences in reducing reoffending – particularly how this compares to custodial sentences. This will form part of a wider exercise in developing how we measure and report on key indicators within the Outcomes Improvement Plan.

3. COMMUNITY ENGAGEMENT

The National Strategy for Community Justice emphasises the importance of engaging and involving communities of geography and interest in the planning and delivery of community justice services. It recognises that there are considerable assets and strengths in communities that can be mobilised to address community justice concerns. The related performance framework asserts the degree to which the community understands and supports community justice services has a strong effect upon their overall effectiveness.

Within this context and the wider context for Community Planning as established through the Community Empowerment (Scotland) Act 2015, there is a need to create effective processes for engaging Angus communities with community justice issues and service planning.

This will involve the creation of a community engagement framework for community justice which will integrate with and build on existing community engagement arrangements for community planning at an Angus and locality levels. These existing arrangements, which have been utilised to some extent in the creation of this plan include:

- The Angus Citizens Panel
- A bi-annual citizen's survey
- Informal, street level, engagement with people in their own communities.
- Tenant Participation
- Engagement events in communities, including charrettes

Building an effective community engagement framework for community justice will involve adapting these, and other mechanisms to fully incorporate community justice concerns and services and creating new arrangements that are particular to community justice. All of this activity will be informed by the recently revised national Standards for Community Engagement which can be found at [National CE Standards](#) and emerging research on what is effective in engaging people with community justice concerns and shifting thinking and action. The strategy will help to ensure that communities are:

- Better informed of and more knowledgeable about community justice matters
- Actively engaged and influential in the development of strategy and design of services
- Supported and encouraged to play an active role in both the delivery of services and securing wider community support for community justice approaches that work

4. ANGUS COMMUNITY JUSTICE PREVENTION FRAMEWORK

“When preventative programmes are targeted at solving well researched problems and are strategically led and delivered, they can achieve positive outcomes for individuals, families and communities, reduce the financial burden imposed by the negative demand for services and provide a more cost effective use of the tax payers money” (Christie Commission Report 2011)

The Angus Community Justice Partnership will adopt the approach advocated by the Christie Commission, and in so doing take action at an early stage to support those with convictions from re-offending and reduce the risks to themselves, their families and local communities. The Angus Community Justice Partnership will consider the Prevention Framework (see Appendix 1) in supporting the delivery of the Community Justice Outcome Improvement Plan. Examples of the different types of early intervention and prevention are detailed as follows:

Recovery Based Prevention

- Targeted education, skills, employability training
- Improved access to mental health/substance misuse services
- Preventing homelessness for those leaving custody
- Improved access to financial services/welfare rights advice
- Well developed "through the gate models" with SPS/CJ partners

Universal Prevention

- Media campaigns to improve community understanding/participation
- Work with communities to reduce re-offending
- Work with communities/staff to promote social inclusion
- Raise the profile of Unpaid Work in local communities

Targeted Prevention

- Diversion from prosecution
- Shift the balance of community/custodial sentences
- Further develop quality and range of targeted interventions
- Reduce number of short term prison sentences

Early Intervention

- Targeted evidence based early intervention
- Build family capacity to prevent re-offending
- Effective integration between youth and adult CJ Services
- Earlier intervention with low tariff offenders
- Diversion from the Criminal Justice System

5. GOVERNANCE AND ACCOUNTABILITY

The Angus Community Justice Partnership has been established to oversee the delivery of the objectives defined in the Community Justice Act. The Partnership will have the responsibility for the development, delivery, monitoring and evaluation and reporting on the ACJOI Delivery Plan. In fulfilling this role, the Partnership will:

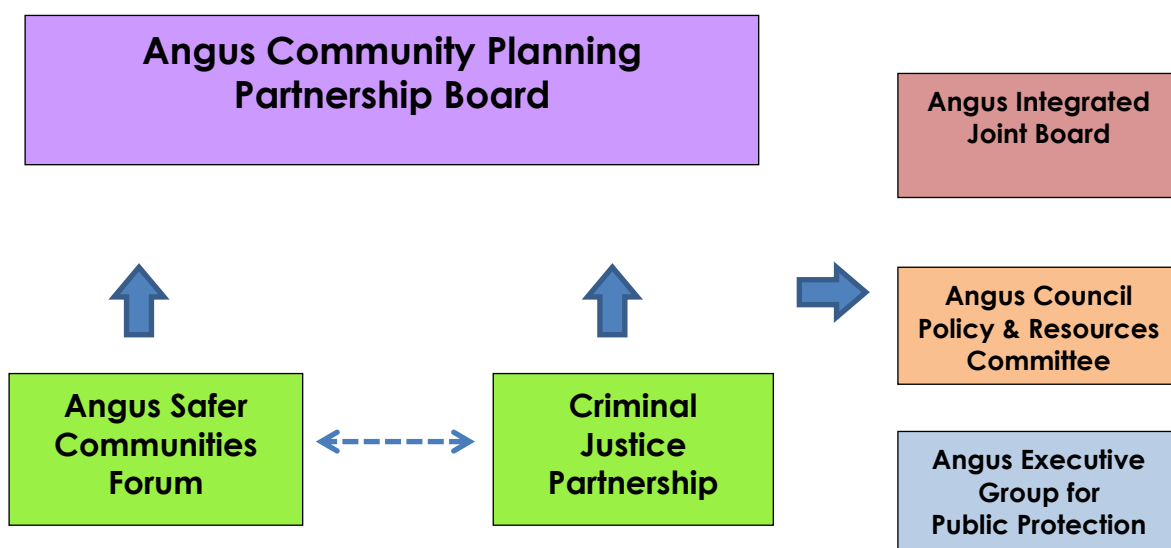
- Ensure that appropriate information and support are available to facilitate partnership working arrangements
- Maintain effective liaison with Community Justice Scotland and the Angus Community Planning Partnership
- Provide advice and guidance to the Angus Safer Communities Forum, the Executive Group for Public Protection and the Chief Social Work Officer on the commissioning, strategic direction and integration of the delivery of services to people with convictions.

- Provide advice and guidance, as appropriate, to other strategic groups and bodies within the CPP in developing and maintaining services aimed at reducing offending
- Prepare and agree plans and reports required by the Scottish Government, Angus Council and the Angus Community Planning Partnership, on the services and performance related to Community Justice
- Contribute to the development of the CPP Local Outcomes Improvement Plan (LOIP) and provide support and guidance on how the LOIP best incorporates Community Justice Outcomes and Performance Indicators
- Ensure that all Community Justice Partners provide information on the relevant performance indicators as set out in the Scottish Government's Outcomes Performance Improvement Framework

The full Terms of Reference for the Angus Community Justice Partnership can be found in Appendix 2, with the contact details for the Statutory Partners.

The Angus Community Justice Partnership will report to Community Justice Scotland, the Community Planning Partnership Board, Angus Council's Policy and Resources Committee and the Executive Group for Public Protection. The Community Justice Outcomes Improvement Plan was been approved by the Angus Community Planning Board on 27 March 2017, and will be presented to Angus Council's Policy & Resources Committee in August 2017, following the local elections.

The Community Justice Partnership accountability lines are shown below:



6. PERFORMANCE AND SELF EVALUATION FRAMEWORK

The performance indicators and measures contained in the Scottish Government's OPI Framework have been included in ACJOI Delivery Plan, with a number of local indicators.

An Integrated Performance and Self-Evaluation Framework will be created, based on the Scottish Government's OPI Framework and the Self-Evaluation Model produced by the Care Inspectorate, to enable baselines to be set, against which future performance will be measured.

Annual Performance reports will be produced by the Angus Community Justice Partnership and presented to Community Justice Scotland and the Angus Community Planning Partnership Board.

7. ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN (ACJOIDP)

The ACJOI Delivery Plan has been developed using the first three stages of the 5 stage process described in the Scottish Government's Guidance for Community Justice Partners. This has been achieved by producing a Community Justice Profile to identify the issues, and developing a logic modelling approach to identify areas for improvement.

The following CJ Stakeholders have been involved in developing the delivery plan:

- Statutory Partners
- Community and Third Sector Partners
- People with convictions and their families
- Victims and witnesses of crime
- Representative from business organisations

Stakeholder involvement in the plan is detailed in the Participation Statement featured in Appendix 3 and the list of consultees listed in Appendix 4.

The Angus Community Justice Partnership will be responsible for overseeing the delivery of the CJ Outcomes Improvements Plan, and will report directly to the Angus Community Planning Partnership Board and Angus Council's Policy and Resources Committee. The delivery of the CJ Outcomes Improvement Plan, which will be linked to the CPP Local Outcomes Improvement Plan and local community planning, will be delivered during the period 2017 -2020.

Lead agencies /officers will be appointed to take forward specific developments detailed within the plan and working groups will be established, as necessary, to enable partners to work together to achieve better community justice outcomes for individuals, families and communities (see Appendix 5 for Lead Officers roles / responsibilities)

The ACJOI Delivery Plan will be informed by the following principles:

- People must be held to account for their offences, in a way that recognises the impact on victims of crime and is mindful of risks to the public, while being proportionate and effective in preventing and reducing further offending.
- Re-integrating those who have committed offences and helping them to realise their potential will create a safer and fairer society for all
- Early intervention should maximise opportunities for preventing and reducing offending before problems escalate
- Community Justice Outcomes cannot be improved by one stakeholder alone. we must work in partnership to address complex issues
- Informed communities who participate in community justice will lead to more effective services and policies, with greater legitimacy
- High quality person-centred and collaborative services should be available to address the needs of those who have committed offences, their families and victims and witness of crime.

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: Partners plan and deliver services in a more strategic way

What needs to change (Outcomes)	How will change be delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/measures
1. All partners will utilise the Community Justice profile to plan and deliver future service delivery	1.1 The Angus Community Justice Profile will be refreshed on an annual basis	Community Planning Partnership Police Scotland Local Authority Scottish Prison Service	Evidence of Need
2. Non statutory partners (i.e. third sector and private sector partners) integrated into community justice planning structures and processes	2.1 Establish a Voluntary Sector Community Justice Forum 2.2 Secure voluntary sector representation on Community Justice Partnership 2.3 Develop an employer engagement strategy 2.4 Develop and deliver a community engagement framework/plan to improve communities understanding and participation in community justice.	Voluntary Sector Skills Development Scotland Angus Council (Ec Dev) SPS Dundee & Angus Chamber of Commerce Federation of Small Businesses Angus Council (Communities) Voluntary Action Angus Targeted local community organisations	Evidence of effective partnership working through self-evaluation Evidence of private sector engagement Evidence of community and Third Sector engagement

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: Partners plan and deliver services in a more strategic way

What needs to change (Outcomes)	How will change be delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/measures
3. Information shared about effective interventions as well as client data where appropriate.	3.1 Review, update and agree information sharing protocols with partners 3.2 Collaborative risk management (with MAPPA) for public protection 3.3 Develop a case study approach to sharing best practice 3.4 Work with partners to create an improved understanding of what works best to reduce offending	Angus Council Police Scotland NHS Tayside /IJB MAPPA Co-Ordinator	Evidence of Collaborative Risk Management Planning
4. Partnership interventions focussed on early intervention	4.1 Develop an Angus Community Justice Early Intervention model which will be clearly understood and owned by the CJ Partnership	Angus Council Police Scotland COPFS SCTS	Evidence of joint planning around early intervention and prevention
5. Effective links established with Community Planning, Children and Adult Services	5.1 Develop a more joined up community engagement approach linked to locality planning 5.2 Develop appropriate reporting arrangements between the Criminal Justice Partnership, the Safer Communities Forum and the Angus Community Planning Partnership Board 5.3 Develop an integrated approach to the planning and delivery of community justice outcomes across adult and	Community Justice Partnership Angus Community Planning Partnership Angus Council	Evidence of joined up community engagement Council/Community Planning Partnership reports Evidence of effective planning for transitions from youth to adult CJ Services.

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: Partners plan and deliver services in a more strategic way

What needs to change (Outcomes)	How will change be delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/measures
	<p style="text-align: center;">children's services</p> <p>5.4 Establish appropriate links / synergies between the Angus Community Justice Outcomes Improvement Plan and the Local Outcomes Improvement Plan</p>		
6. A more strategic approach to commissioning will be established	6.1 Use the Angus Community Justice Outcomes Improvement Plan to influence the future allocation of resources and commissioning	Community Justice Partnership	Evidence of strategic commissioning/shared resources
7. The potential for shared services and resources explored and further developed where appropriate.	<p>7.1 Develop a better understanding of what resources partners can bring to the table to support the delivery of the CJ Outcomes Improvement Plan</p> <p>7.2 Explore the opportunities for developing shared services with other local authority areas</p> <p>7.3 Consider the potential for the co-location/co-delivery of services</p>	<p>Community Justice Partnership</p> <p>Neighbouring Local Authorities</p>	<p>Evidence of joint funding/resource leverage</p> <p>Outcome of discussions on shared services.</p>
8. Resources directed towards services, programmes and initiatives which can	8.1 Establish what works best in reducing offending in Angus, by evaluating the evidence of impact of existing services,	Community Justice Partnership	Programme/project evaluations.

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: Partners plan and deliver services in a more strategic way

What needs to change (Outcomes)	How will change be delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/measures
evidence impact of improving Community Justice Outcomes	programmes, projects and initiatives		
9. Community Justice Workforce needs identified and addressed	9.1 Identify the knowledge, skills and competences required at all levels within partner agencies (including front line staff) to support the delivery of the CJ Outcomes Improvement Plan 9.2 Develop partnership approaches to awareness raising, training, joint working, shared learning, joint practice studies 9.3 Work with front line staff to promote social inclusion	Community Justice Partnership Community Justice Scotland	Training needs analysis. Evidence of impact of joint awareness raising/training
10. A performance and self-evaluation framework will be developed to measure the impact of the CJ Plan	10.1 Produce and implement a performance and self-evaluation framework in line with the Scottish Government Performance/Self-evaluation Frameworks	CJ Partnership	Integrated performance and self-evaluation framework produced.

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: Partners plan and deliver services in a more strategic way

What needs to change (Outcomes)	How will change be delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/measures
11. Statutory and non-statutory partners understanding and participation in Community Justice will be improved	11.1 A Communications Strategy will be produced which identifies and delivers the key messages to the appropriate partners using different types of media, including easy read access versions for different stakeholder groups. The Communications Strategy will be linked to the Community Engagement Framework where appropriate	CJ Partnership Angus Council Voluntary Action Angus	Integrated Communications Strategy / Community Engagement Framework

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: Effective interventions are delivered to prevent and reduce the risk of further offending

What Needs To Change (Outcomes)	How Will Change be Delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/Measures
<p>12. Tailored interventions will be further developed for and with individuals to reduce re-offending</p>	<p>12.1 Review integrated needs assessment tool for offenders and their families</p> <p>12.2 Develop the capacity of the community and third sector to increase the range and quality of interventions</p> <p>12.3 Focus resource allocation on evidence based early intervention and targeted prevention</p> <p>12.4 Further develop and raise awareness of diversion from prosecution options</p> <p>12.5 Reduce the use of custodial sentences and remand</p> <p>12.6 Use "problem solving courts" to develop innovative practice</p> <p>12.7 Apply the good information sharing practices developed through MAPPA to lower tariff cases</p> <p>12.8 Develop a case study approach for sharing best practice and raising awareness of the evidence base for</p>	<p>Community Justice Partnership Angus Council (CJSW) COPFS SCTS The Judiciary Police Scotland</p>	<p>Examples of quality needs assessments leading to effective disposals</p> <p>Number and type of programmes dealing with offenders</p> <p>Evidence of improved CJ Outcomes</p> <p>Number of police/fiscal diversion measures</p> <p>Number of community disposals</p> <p>Number of people held on remand Number of short term prison sentences under one year</p> <p>Evidence of collaborative risk</p>

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: Effective interventions are delivered to prevent and reduce the risk of further offending

What Needs To Change (Outcomes)	How Will Change be Delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/Measures
<p style="text-align: right;">.....cont.</p>	<p>what risk assessments, risk management tools and interventions work best to reduce offending e.g. electronic monitoring</p> <p>12.9 Work with partners to ensure that vulnerable adults in need of care and protection are diverted from the Criminal Justice System where appropriate, and in so doing establish links between Criminal Justice and Adult Protection Services</p>		<p>management</p> <p>Number of information sharing events</p> <p>Number and range of agencies attending events</p>
<p>13. Individual resilience and capacity for self-management and change are further developed</p>	<p>13.1 Further develop and raise awareness of the tools which directly enhance resilience e.g. anger management tools</p> <p>13.2 Increase the creative use of other activities requirements in community payback orders such as attending college, resilience training, volunteering etc.</p> <p>13.3 Develop exit strategies to ensure that CJSW clients have continued access to support when their CPO ends</p> <p>13.4 Explore the scope for further developing mentoring and or befriending schemes to support individuals to develop positive</p>	<p>CJ Partnership</p> <ul style="list-style-type: none"> • Angus Council (CJSW) • Voluntary Sector 	<p>User experience and distance travelled measures</p> <p>Evidence of additional requirements attached to CPO's Service users experience</p> <p>Evidence of impact of mentoring schemes</p> <p>Evidence of achievements of learning outcomes</p>

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: Effective interventions are delivered to prevent and reduce the risk of further offending

What Needs To Change (Outcomes)	How Will Change be Delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/Measures
<p style="text-align: center;">.....cont.</p>	<p>relationships with their families, their peers and local communities</p> <p>13.5 Raise awareness of and promote individuals' access to community learning and development activities , with progression routes into volunteering training further education and employment</p> <p>13.6 Further develop assessment tools to identify individuals needs, baselines, targets and the distance travelled towards personal goals/outcomes</p>	<p>Angus Council (Communities) Skills Development Scotland Voluntary Sector Dundee & Angus College</p> <p>Angus Council (CJSW)</p>	<p>(distance travelled)</p> <p>Service Users experience</p> <p>Evidence of CLD Outcomes</p>
<p>14. Life chances are improved by identifying and addressing individuals service needs including health, financial inclusion, housing, safety, employability and support in maintaining relationships</p>	<p>14.1 Review, update and implement service needs assessment tools as appropriate</p> <p>14.2 Further develop a more joined up approach to service delivery at the first point of contact</p> <p>14.3 Increase the capacity of mentoring schemes to support individuals/families access to services</p>	<p>CJ Partnership Angus Council Voluntary Sector</p>	<p>Service users experience/ evidence of impact</p> <p>Service user experience/ evidence of impact partnership working</p> <p>Evidence of impact</p>

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: Effective interventions are delivered to prevent and reduce the risk of further offending

What Needs To Change (Outcomes)	How Will Change be Delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/Measures
	14.4 Develop whole family approaches to improving life chances		
15. More consistent graded responses will be applied to compliance based on support rather than punishment	15.1 Develop a case study approach to reviewing current practice in compliance, to ensure consistent practice	CJ Partnership Angus Council (CJSW)	Number of CPO breaches and outcomes

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: People have greater access to services

What Needs To Change (Outcomes)	How Will Change be Delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/Measures
<p>16. Effective engagement with children and families of those who have offended</p> <p>17. The structural barriers stopping offenders and their families accessing services, based on their experiences are identified and addressed</p>	<p>16.1 Develop a systematic approach to identifying and addressing the needs of families of those who have offended, including those who have been offended against</p> <p>17.1 Improve access to information and support for the families of those who have offended, to help them better understand the criminal justice system</p> <p>17.2 Support families access to travel/transport facilities for prison visits</p> <p>17.3 Develop and deliver positive messages to reduce the stigma attached to offending behaviour</p> <p>17.4 Deliver training and support to improve partners' skills in supporting families</p> <p>17.5 Develop an early intervention approach to work with children of offenders</p> <p>17.6 Deliver a family based approach to working with offenders</p> <p>17.7 Build family capacity to prevent re-offending</p>	<p>CJ Partnership</p> <p>Families Outside</p> <p>Just Play</p> <p>Barnardos</p> <p>Action for Children</p> <p>Angus Women's Aid</p> <p>Angus Council (Children and Learning CJSW Services)</p> <p>Scottish Prison Service</p> <p>NHS Tayside</p>	<p>Families better informed and empowered to take decisions</p> <p>Increased number of families accessing support and advice</p> <p>Number of families accessing support to improve their parenting skills</p> <p>New models for delivering whole families approaches established where appropriate</p> <p>Models for delivering whole family approaches established where appropriate</p>

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: People have greater access to services

What Needs To Change (Outcomes)	How Will Change be Delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/Measures
18. Improved outcomes for victims and witnesses	18.1 Identify and address victims' health and well-being needs 18.2 Develop strategies to increase victims personal safety/perception of safety 18.3 Facilitate victims' support/integration within the wider community 18.4 Improve victims' understanding of the criminal justice system and the support services available throughout the court process and beyond 18.5 Explore potential opportunities for developing projects and initiatives which promote restorative justice	Angus Victim Support Angus Women's Aid Police Scotland Scottish Fire & Rescue Service SCTS Registered Social Landlords Angus Council (CJSW)	Improved access to health care services Reduction in fear of crime Increased confidence and self esteem Take up of Support Services
19. Early assessment of individual housing needs to maximise positive housing outcomes	19.1 Review the protocols that currently exist between the Scottish Prison Service and Angus Council Housing officers, in light of the experiences of those who have offended and their families 19.2 Review housing allocation policies to prevent homelessness and reduce offenders dependency on temporary accommodation	Angus Council (Housing) Scottish Prison Service Housing Associations Police Scotland CJSW Service Private Landlords	Evidence of barriers to housing needs having been identified and addressed Multi agency protocols reviewed, updated and agreed
20. Health Improvement	20.1 Facilitate mentoring support and better	NHS Tayside	Uptake in mentoring /

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: People have greater access to services

What Needs To Change (Outcomes)	How Will Change be Delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/Measures
<p>opportunities identified and addressed along every step of the Community Justice pathway</p>	<p>joined up access to substance misuse/mental health services</p> <p>20.2 Develop a clearer understanding of the Health Services available to support offenders and their families access appropriate health services</p> <p>20.3 Work with community and third sectors partners to establish a targeted community health development approach to working with offenders who have mental health issues e.g. Social Prescribing</p> <p>20.4 Ensure that people released from prison/custody are registered with a GP prior to release</p>	<p>IJB</p> <p>Angus Council (Communities) Voluntary Action Angus SPS</p>	<p>support services</p> <p>Evidence that service barriers have been identified and addressed</p> <p>Number of Community Development Initiatives</p> <p>Number of participants</p> <p>% GP Registrations</p>
<p>21. Improved access to financial and welfare advice services for those who have committed offences and their families</p>	<p>21.1 Identify and address the issues experienced by offenders and their families in accessing financial and welfare services</p> <p>21.2 Develop the understanding of offenders and their families on how to best access benefits / welfare rights support</p>	<p>Angus Council DWP SPS Voluntary Sector Angus Council (CJSW) SPS Housing Providers Skill Development Scotland</p>	<p>% offenders who have had a benefits eligibility check</p> <p>Levels of satisfaction with welfare rights services</p> <p>Further developed</p>

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: People have greater access to services

What Needs To Change (Outcomes)	How Will Change be Delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/Measures
	<p>21.3 Establish better joined up access to housing, employment health and welfare rights services, before during and after custodial sentences</p> <p>21.4 Further develop mentoring/befriending models to enable supported access to services</p>	<p>SPS Third Sector Partners Angus Council (CJSW)</p>	<p>throughcare and aftercare models</p>
<p>22. Employability skills, training and lifelong learning established at the heart of local planning</p>	<p>22.1 Identify and address the barriers to recruitment for those with offences</p> <p>22.2 Develop an employer engagement strategy to increase the availability of prison work placements/employment opportunities</p> <p>22.3 Establish an employability pathway for prisoners and those serving community service orders</p> <p>22.4 Work with Voluntary Action Angus (VAA) to create a programme of work for volunteers recruited through the community justice sector</p> <p>22.5 Support offenders' access to lifelong learning opportunities to improve their confidence skills and employability</p>	<p>Skills Development Scotland</p> <p>Employability sub group including representatives from – SPS, SDS, JC +, SFRS Angus Council (Ec Dev and Communities) The Voluntary Sector Private Sector Representatives</p>	<p>Number of employers attending engagement events</p> <p>Number of offenders using employability pathway</p> <p>Number of volunteers recruited through community justice sector</p> <p>Number of offenders accessing adult</p>

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: People have greater access to services

What Needs To Change (Outcomes)	How Will Change be Delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/Measures
	<p>22.6 Link Adult Learning/further education opportunities into the Scottish Prison Service/ Unpaid Work Programmes</p> <p>22.7 Create better linkages between local service providers and the Scottish Prison service to support prisoners' continued access to employability skills, training and lifelong learning in their local communities after their release from custody</p>		learning/further education opportunities in prison and in communities
23. Through the gate models reviewed and further developed	<p>23.1 Build up a picture of the provision of "through the gate" support providers in Angus</p> <p>23.2 Evaluate the extent to which community based programmes deliver positive outcomes for people with an offending history, their families and local communities</p> <p>23.3 Establish a more integrated model of Throughcare Support for people released from custody and their families, including SPS, Housing, Social Work, DWP, NHS, Police Scotland and Third sector partners</p>	<p>Angus Council (CJSW/Communities)</p> <p>Scottish Prison Service Voluntary Sector</p>	<p>Clearer understanding of throughcare services available</p> <p>Improved satisfaction with services</p> <p>Reduced reconviction rates</p>

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: People have greater access to services

What Needs To Change (Outcomes)	How Will Change be Delivered (Outputs)	Lead Agency /Partner Involvement	Indicators/Measures
	<p>23.4 Review the arrangements for prisoners access to housing, employability, health and welfare benefit services in their transition to and from communities</p> <p>23.5 Evaluate what works best to reduce re-offending and commission/decommission services accordingly</p> <p>23.6 Establish more effective links before, during and after custodial sentences between SPS and local service providers</p> <p>23.7 Raise partners' awareness of the services available in local communities to support those who have committed offences and their families</p>		<p>Evidence of more joined up partnership working</p>

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: Communities improve their understanding and participation in Community Justice

What Needs To Change (Outcomes)	How Will Change be Delivered (Outputs)	Lead Agency / Partner Involvement	Indicators / Measures
<p>24. There is a stronger evidence base for successful community justice</p>	<p>24.1 Work with partners to create an improved understanding of what works best to reduce offending</p> <p>24.2 Undertake small tests of change and disseminate findings across the Partnership</p> <p>24.3 Undertake wider research to identify effective community justice practices in other areas and adapt them to the Angus context as appropriate</p>	<p>CJ Partnership</p>	<p>Communities perceptions of crime/community safety</p> <p>Evidence of change and improvement</p> <p>Evidence of change and innovation</p> <p>New or improved interventions in place</p>

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

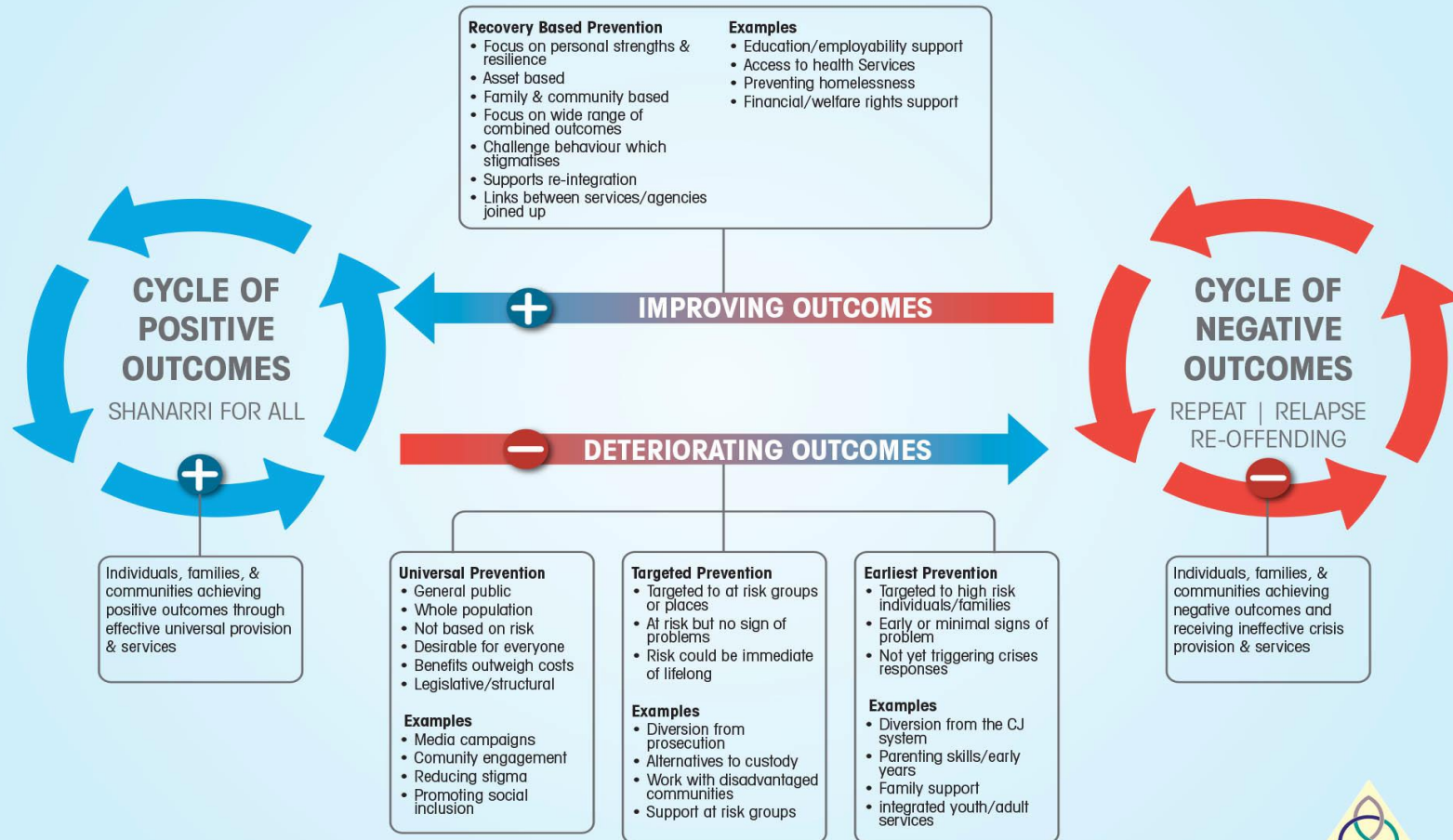
National Outcome: Communities improve their understanding and participation in Community Justice

What Needs To Change (Outcomes)	How Will Change be Delivered (Outputs)	Lead Agency / Partner Involvement	Indicators / Measures
25. There is effective community and voluntary sector engagement in Community Justice	<p>25.1 Produce a Community Engagement Framework to improve communities understanding and participation in community justice</p> <p>25.2 Ensure that community and voluntary sector engagement is embedded in wider Community Planning Partnership community engagement, locality planning, and community learning & development processes</p> <p>25.3 Ensure that community engagement practice is informed by the National Standards for Community Engagement</p> <p>25.4 Work with local communities to identify an develop an appropriate range of community service/unpaid work projects</p>	<p>Angus Council (Communities) Voluntary Action Angus CJ Partnership</p> <p>CJ Partnership Angus Council (Communities / CJSW) Voluntary Action Angus Scottish Prison Service</p>	<p>Increased levels of engagement and participation</p> <p>Evidence of more integrated engagement activity</p> <p>Positive and Inclusive community engagement activity</p> <p>Level of community awareness of / satisfaction with work undertaken by CPO's</p>
26. There is increased awareness of Community Justice issues and the range of interventions available to tackle them	26.1 Develop and implement a Partnership Communications Strategy, utilising appropriate media and taking account of research on what strategies are effective in shifting opinion (develop key messages/narratives)	CJ Partnership Angus Council (Communications)	Increased partner and community awareness of community justice issues Greater understanding of the range of interventions available and their

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT DELIVERY PLAN

National Outcome: Communities improve their understanding and participation in Community Justice

What Needs To Change (Outcomes)	How Will Change be Delivered (Outputs)	Lead Agency / Partner Involvement	Indicators / Measures
.....cont.	<p>26.2 Strengthen relationships with local print and broadcast media organisations</p> <p>26.3 Further develop the use of social media to support active engagement in community justice issues and promote positive messages</p>	<p>CJ Partnership Angus Council (Communications)</p>	<p>effectiveness</p> <p>More balanced media coverage of community justice issues</p> <p>Wider engagement Greater understanding and more positive perceptions</p>
<p>27. Increased capacity to support co-production and co-delivery of services</p> <p>28. Further develop capacity to support co-production and co-delivery of community justice services</p>	<p>27.1 Scope the potential for developing new services or redesigning existing services through co-production or joint delivery</p> <p>28.1 Provide professional learning opportunities to staff in Partner agencies to increase their skills and confidence in designing and implementing co-production processes with offenders, victims of crime and communities</p> <p>28.2 Provide capacity building support to community and voluntary agencies with the potential/aspiration to deliver community justice service in targeted areas throughout Angus</p>	<p>CJ Partnership</p> <p>CJ Partnership</p> <p>Angus Council (Communities) Voluntary Sector</p>	<p>Evidence of co-production/service re-design</p> <p>Number of professional learning events/number of participants</p> <p>Evidence of community capacity building outcomes</p>





ANGUS COMMUNITY PLANNING PARTNERSHIP

Angus Community Justice Partnership

Terms of Reference

November 2016

1. Background

The Community Justice (Scotland) Act 2016 was passed by the Scottish Parliament on 11 February 2016 and received Royal Assent on 21 March 2016. The Act makes provision about community justice, including establishing a new national body to oversee community justice and introduces requirements in relation to the achievement of particular National and locally determined outcomes.

In the Act, community justice is defined as:

- Giving effect to bail conditions, community disposals and post-release control requirements;
- Managing and supporting people in the community who have been arrested, been given an alternative to prosecution, been made subject to a relevant finding (such as acquitted by reason of insanity) or received a conviction for an offence, to desist from or reduce future offending;
- Preparing people who are in prison or detained for release, including facilitating the provision of relevant general services they may need immediately following release

The Act establishes Community Justice Scotland as an Executive Non-Departmental Public Body. Its Main functions will be:

- To promote the national strategy;
- To monitor, promote and support improvements in performance, particular in relation to nationally determined outcomes;
- To promote and support improvement in the quality and provision to meet the needs of people, making best use of resources;
- To promote public awareness of the benefits of community disposals and of managing and supporting people who are convicted of offences within community in order to reduce re-offending

Community Justice Authorities will be abolished on 31 March 2017. During 2016/17, Community Planning Partnerships (CPPs) will assume responsibilities under the new model in transition. On 1 April 2017 direct funding will be returned to local authorities and the incorporation of community justice responsibilities under the CPP will begin in full.

2. Purpose

The Community Justice Partnership is established to oversee the community justice objectives as outlined in the Act.

The Community Justice Partnership will provide a framework to enable the monitoring and reporting of community justice outcomes in Angus. Within this overarching objective the Community Justice Partnership will:

- ensure that the appropriate information and support is available to support partnership working arrangements
- maintain effective liaison with Community Justice Scotland and Angus Community Planning Partnership ;
- provide advice and guidance to the Angus Safer Communities Forum , the Executive Group for Public Protection and the Chief Social Work Officer on the commissioning, strategic direction and integration of service delivery to facilitate the delivery of services to people with convictions;

- provide advice and guidance as appropriate, to other strategic groups and bodies within the CPP in developing and maintaining services aimed at preventing offending;
- prepare and agree plans and reports required by the Scottish Government on the services and performance related to community justice;
- contribute to the overall Local Outcomes Improvement Plan (LOIP) and provide advice and guidance on how the LOIP best incorporates community justice outcomes and performance indicators;
- ensure that all community justice partners provide relevant performance information as agreed with the Scottish Government, Community Justice Scotland and local community planning partners.

The Partnership is concerned with people who are involved in the Community Justice System; from the point of arrest through to reintegration back into the community from custody.

The Partnership will seek to support desistance from further offending and improve outcomes for people with convictions and their families, and the victims and families of victims

From 2017/18, statutory community justice partners will be responsible for preparing, delivering and reviewing a Community Justice Improvement Plan for the Angus area. Within the plan, the Community Justice Partnership will ensure that the community justice partners;

- assess the degree of priority for improvement action against each common outcome for the Angus area;
- identify where there are additional locally determined outcomes;
- identify how to work together on the activities needed to achieve improvement;
- set out the actions the Partnership needs to carry out;
- produce an annual report on the progress collectively made towards the outcomes.

All work carried out by the Partnership will have particular regard to the key strategic themes as set out in the Community Justice (Scotland) Act 2016. Strategic priorities will be focused on:

- Empowering communities;
- Improving partnership, planning and performance;
- Improving access to services
- Effective use of interventions.

The partnership will also have close regard to the Local Outcomes Improvement Plans priorities and strategic objectives

3. Duty to Co-operate

The Community Justice (Scotland) Act 2016 places a duty on community justice partners and Community Justice Scotland to co-operate with each other. The Community Justice Partnership will provide the framework for co-operation in practice and will enable community justice partners to:

- share information,
- provide advice and assistance to each other,
- co-ordinate activities (and seek to avoid unnecessary duplication),

- fund activities together.

4. Membership

The membership of the Community Justice Partnership will be consistent with the requirements of the Community Justice (Scotland) Act 2016. Scottish Ministers are included as a community justice partner with the expectation that the Scottish Prison Service will represent Scottish Minister in carrying out certain functions under the Act.

The community justice partners are people within the Act who are considered to have functions in relation to community justice. They are:

- Angus Council
- NHS Tayside
- Police Scotland
- Scottish Prison Service
- The Scottish Fire and Rescue Service,
- Skills Development Scotland
- The Angus Health and Social Care Partnership
- The Scottish Courts and Tribunals Service.
- The Crown Office and Procurator Fiscals Service

Each statutory partner will be represented at senior officer level, ensuring that they are able to provide strategic leadership, make decisions and commit resources necessary to the work of the Partnership. Each partner will nominate a depute to act in their absence.

The voluntary sector in Angus will also be represented on the Community Justice Partnership, including Victim Support.

A community engagement and communication strategy will be developed to facilitate communities' involvement in the strategic planning, delivery and evaluation of Community Justice Services. Where considered appropriate or beneficial to the delivery of the Community Justice Partnership objectives, members may co-opt additional persons into group for a time period determined by the Partnership.

5. Chair and Vice Chair

The Community Justice Partnership will be chaired by the Head of Children and Young People, Angus Council. This will be reviewed after 2 years. The vice chair will be appointed from the membership by the Partnership

6. Work Streams and Sub Group

Where appropriate, the Community Justice Partnership will arrange for sub groups to be established to carry out specific pieces of work. The focus and membership of each sub group will be agreed by the Partnership and the Chair of the sub group will be responsible for the feeding back progress to the Community Justice Partnership.

7. Quorum

The Community Justice Partnership will be quorate for business when the Chair or Vice Chair and five or more other representatives of the Community Justice Partnership are present.

8. Accountability

The Angus Community Justice Partnership will sit within the Angus CPP structure with a direct reporting line into the CPP Board and the Executive Group for Public Protection.

The Community Justice Improvement Plan will also be submitted to Angus Council's Policy and Resources Committee and the Angus Integrated Joint Board. Performance reports will be submitted to Angus Council's Scrutiny and Audit Committee.

Angus Community Justice Partnership Contact Details

John Fyfe	Angus Council	FyfeJ@angus.gcsx.gov.uk
Anne Mollison	Angus Council	MollisonA@angus.gov.uk
Alan Hope	Angus Council	HopeA@angus.gov.uk
Stephen Main	Police Scotland	stephen.main@scotland.pnn.police.uk
Jill Hunter	Skills Development Scotland	Jill.hunter@sds.co.uk
Nicky Wilson	Scottish Courts & Tribunal Service	nwilson@scotcourts.gov.uk
Peter McAuley	Alcohol & Drug Partnership	McAuleyP@angus.gov.uk
Gary Law	Scottish Prison Service & Through care support workers	gary.law@sps.pnn.gov.uk
Kathryn Baker	Tayside Council for Alcohol	Kathryn.Baker@alcoholtayside.com
Mhairi Morrison	Crown Office and Fiscal Service	Mhairi.morrison@cofs.gsi.gov.uk
Caroline Duke	Victim Support	caroline.duke@victimssupportsco.org.uk.
Julie Bell	Angus Council (elected member)	CllrBell@angus.gov.uk
Craig Fotheringham	Angus Council (elected member)	CllrFotheringham@angus.gov.uk
Neil Gunn	Angus Council	GunnNF@angus.gcsx.gov.uk
George Bowie	Angus Health & Social Care Partnership	BowieGS@angus.gov.uk
Jillian Galloway	NHS	jillian.galloway@nhs.net
Roy Dunsire	Scottish Fire & Rescue	Roy.dunsire@firescotland.gov.uk
Derek Hart	Action for Children	Derek.Hart@actionforchildren.org.uk

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT PLAN			
PARTICIPATION STATEMENT			
Stakeholders	Consultation/Involvement Activities	Dates	Outcomes
Statutory Partners	Briefings for all statutory partners on the National Community Justice Strategy and the process for taking forward the Angus Community Justice Outcomes Improvement Plan.	July/Aug 2016	Buy - in from all statutory partners to the new arrangements for delivering Community Justice in Angus. Lead Officers. Lead officers identified to represent statutory agencies on Angus CJ Partnership.
	Statutory Partners well represented at CJ Stakeholders Event. Workshops addressed the way in which the national CJ Outcomes will be delivered locally in Angus.	28 Sept 2016	Workshop output will be fed into the development of the Angus Community Justice Outcomes Improvement Plan
Community Sector	Community engagement based on a co-investigation approach with communities using a locality approach. 4 teams of local people recruited and trained to take forward co-investigation. A Citizen Panel Survey was undertaken	Nov 16 – Feb 17	Output from co-investigation analysed and drawn into the Angus Community Justice Profile, which will be used as the evidence base for the Community Justice Outcomes Improvement Plan
		Oct – Nov 16	Outputs from the Citizen Survey analysed and

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT PLAN

PARTICIPATION STATEMENT

Stakeholders	Consultation/Involvement Activities	Dates	Outcomes
	<p>to test communities understanding, awareness and perceptions of the Criminal Justice System.</p> <p>Two focus groups were facilitated to test the results of the Citizens Panel Survey (see above)</p>	15 & 24 Nov 16	<p>used to inform the Angus Community Justice Profile.</p> <p>The findings from the Focus Groups were used to test the output from the Citizens Survey</p>
Voluntary Sector	<p>Briefing on new Community Justice arrangements held for Voluntary Sector CJ Stakeholders</p> <p>Joint work with Angus Women's Aid, Victim Support, Families Outside and Barnardos to gather information from their engagement with victims and witnesses and the children and families of those who have offended</p>	<p>30 Aug 16</p> <p>Sep 16 –Oct 16</p>	<p>Two partner agencies will represent the Third Sector on the Angus Community Justice Partnership. Agreement to establish a Third Sector Community Justice Forum to enable two way flow of information to and from the CJ Partnership.</p> <p>Information from third sector engagement with CJ Stakeholders fed into Angus Community Justice Profile.</p>
Private Sector	Initial meeting held with representatives from Dundee and Angus Chambers of Commerce and the Angus Federation of Small	31 Aug 16	Opportunities for future employer engagement explored

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT PLAN

PARTICIPATION STATEMENT

Stakeholders	Consultation/Involvement Activities	Dates	Outcomes
	<p>Businesses to discuss employer engagement in the development of the Angus Community Justice Outcomes Improvement Plan</p> <p>An Employer Engagement Event took place at Castle Huntly Open Estate. This is likely to be followed up with further employer engagement activities</p>	12 Sep 16	Prisoner placements with local employers to be further developed
Prisoners (Long Term)	10 Perth prisoners serving sentences of four years and above took part in a focus group discussion	25 Jul 16	Focus Group outputs will be reflected in Angus Community Justice Profile/Outcomes Improvement Plan
Prisoners (Short Term)	12 Perth prisoners serving between four months and four years took part in a focus group discussion.	25 Jul 16	Focus Group outputs will be reflected in Angus Community Justice Profile/ Outcomes Improvement Plan
Prisoners (on remand)	8 Perth prisoners on remand (most of whom already had prison experience) took part in a focus group discussion	25 Jul 16	Focus Group outputs will be reflected in Angus Community Justice Profile/ Outcomes Improvement Plan
Social Work Criminal Justice Teams	All staff from the Angus Criminal Justice Service have been briefed on the new Community Justice	Aug – Sep 16	All CJSW staff understand new arrangements and the potential impact this will have on service delivery

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT PLAN

PARTICIPATION STATEMENT

Stakeholders	Consultation/Involvement Activities	Dates	Outcomes
	arrangements. A number of CJSW staff participated in the CJ Stakeholders event	28 Sep 16	CJSW staff involved in identifying gaps/ areas for improvement in CJ service delivery
Criminal Justice Social Work Clients	Community Justice Social Work staff carried out 1:1 interviews with their clients on their experience of the Criminal Justice System	Sep – Oct 16	CJSW clients interviewed on their experience of the Criminal Justice System, the impact this has had on them and their families, the gaps in service provision, and areas for improvement
Children and families of those who have offended	Engagement with the children and families of those who have offended facilitated through Angus Women's Aid, the Just Play Programme and the Families Outside Project	Aug – Oct 16	Partner engagement with the children and families of those who have offended, identified the key issues, the range of interventions delivered, gaps in service, and the areas for improvement to be included in the CJ Outcomes improvement Plan
Victims and witnesses	Engagement with victims and witnesses facilitated through Angus Victim Support	Aug – Sep 16	The key issues experienced by victims and witnesses, and the quality support provided, enabled gaps in services and areas for improvement to be identified for the CJ Outcomes Improvement Plan
Community Justice Partnership (CJP)	Community Justice Partnership meeting	7 Nov 2016	Terms of Reference agreed and CJP established with a responsibility for strategic

ANGUS COMMUNITY JUSTICE OUTCOMES IMPROVEMENT PLAN

PARTICIPATION STATEMENT

Stakeholders	Consultation/Involvement Activities	Dates	Outcomes
(including representation from the Statutory Partner, the Voluntary Sector and the Private Sector)	Community Justice Partnership Workshop focussed on the CJ Outcomes Improvement Plan	12 Jan 2017	oversight of Angus CJ Outcomes Improvement Plan
	CJ Partnership event at HMP Perth / Castle Huntly focussed on the further development of "Through the Gate" models. 28 representatives from partners agencies participants in the event	26 Jan 2017	CJ Outcomes Improvement Plan refined and further updated Workshop output informed CJ Outcomes Improvement Plan
	CJ Partnership Business Breakfast held at Castle Huntly attended by representatives from 30 local business organisations, focussed on offenders journey from prison into employment	14 Feb 2017	Output from Business Breakfast Event informed CJ Improvement Plan

Angus Community Justice Outcomes Improvement Plan

List of Consultees

Angus Council	Dundee and Angus Chamber of Commerce
Angus Health and Social Care Partnership	Federation of Small Businesses
NHS Tayside	Skills Development Scotland
Police Scotland	Apex
Scottish Fire & Rescue Service	SACRO
Scottish Courts and Tribunal Service	COSLA
Crown Office and Procurator Fiscal Service	Community Justice Scotland
Angus Alcohol and Drugs Partnership	Tayside Community Justice Authority
Angus Voluntary Sector Community Justice Forum	Department of Works and Pensions
Tayside Council for Alcohol	The Web Project
Action for Children	Barnardos
Families Outside	Venture Trust
Angus Women's' Aid	Angus Strategic Collaboration Forum
Angus Victims Support	Scottish Prison Service
Voluntary Action Angus	Angus Citizens' Panel

Angus Community Justice Partnership

Lead Officers Roles/Responsibilities

1. Take overall ownership/responsibility for the delivery of specified actions contained in the Community Justice Outcomes Improvement Plan (CJOIP), delegating tasks where appropriate to ensure that actions are delivered effectively and efficiently.
2. Develop an opportunity range of processes, partner inputs and timescales to deliver specified | CJOIP actions.
3. Bring together short working life working group where appropriate or access existing partnerships, networks or groups to enable partners to work together to deliver specified items in CJOIP
4. Take responsibility for gathering baseline data for the performance indicators associated with specified CJOIP actions and ensure that appropriate data collection methods are in place to enable performance measurement.
5. Work together with partners in undertaking self-evaluation improvement planning in line with the Care Inspectorates Community Justice self-evaluation model.
6. Report progress on specified CJOIP items to the Community Justice Partnership annually, or more regularly if required.

EQUALITY IMPACT ASSESSMENT

SCREENING DOCUMENT

Name of Proposal Angus Community Justice Outcomes Improvement Plan

Lead Department/Service CJS, Children & Learning Directorate

What is the aim of the proposal?

To advise members of the new Community Justice Transition Plan

Is this a new or a review of an existing policy, procedure, function or report?

This is an update on a previous report

Screening Process

1. Has the proposal already been assessed for its impact on age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? **If yes, go to 1 a. If no, go to 1 b. NO**

1 a. Unless there have been significant changes, no further action is required. **Please add your name, position and date below at 3.**

1 b. Does the proposal involve or have consequences for the people the council serves or employs? **If yes, go to 2. If no, go to 1 c. YES**

1 c. Please state why not

The proposal concerns the disestablishment of the Tayside Community Justice Authority and the establishment of new local planning arrangements

The proposal is not relevant and no further action is required. Sign and date below at 3.

2. Is the proposal relevant to one or more of the protected characteristics? **If yes, go to 2 a. If no, go to 2 b. NO**

2 a. Proceed to Step 1 of the Full Equality Impact Assessment on page 2.

2 b. Please state why not

The proposal concerns the disestablishment of the Tayside Community Justice Authority and the establishment of new local planning arrangements consequently it will not have an impact upon any of the protected characteristics

The proposal not relevant and no further action is required. Add your name, position and date below at 3.

3. Name: Alan Hope

Position: Area Manager Criminal Justice Social Work Service

Date: 07/12/2016

FULL EQUALITY IMPACT ASSESSMENT

Step 1

Are there any statutory legal requirements affecting this proposal? If so please describe.

Community Justice (Scotland) Act 2016

Step 2

What data/research is available to assess the likely impact of the proposal?

Angus Community Justice Profile (see attached)

Step 3

Is there any reason to believe the proposal could affect people differently due to their protected characteristic i.e. age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

Age	<input type="checkbox"/>	___ N/A _____
Disability	<input type="checkbox"/>	___ N/A _____
Gender	<input type="checkbox"/>	___ N/A _____
Gender Re-assignment	<input type="checkbox"/>	N/A _____
Pregnancy/maternity	<input type="checkbox"/>	_____ N/A _____
Marriage and civil Partnership	<input type="checkbox"/>	___ N/A _____
Race	<input type="checkbox"/>	___ N/A _____
Religion and belief	<input type="checkbox"/>	___ N/A _____
Sexual orientation	<input type="checkbox"/>	___ N/A _____

Step 4

Is there evidence to suggest that any part of the proposal could unlawfully discriminate against people? If so, how?

No

Step 5

Can the proposal be seen to favour one section of the community

Yes No

or deny opportunities to another?

Yes No

If yes, please give details.

The Community Justice Outcomes Improvement Plan seeks to support improved access to services for those who have offended, their children and their families

Step 6

Does the proposal advance or restrict equality?

Yes No

If yes, give details

Improve outcomes for victims of crime and those who have committed offences and their families

Step 7

Are there any other actions which could have been taken to enhance equality of opportunity?

If so please state

See attached Angus Community Justice Outcomes Improvement Delivery Plan

Step 8

Based on the work you have done, rate the level of relevance being allocated to this proposal.

High Medium Low Unknown

Step 9

If during **Steps 3 - 6** there has been an adverse impact identified consider whether this can be justified.

Yes No

If yes please give details.

No adverse impacts identified

If no, consider alternative ways of delivering the proposal to minimise negative impact or eliminate unlawful discrimination. Give details of the changes to be made to the proposal.

Step 10

Do you need to carry out a further impact assessment?

Yes No

If yes, what actions do you need to take?

Step 11

Make arrangements to monitor and review the impact assessment.

The Community Justice Outcomes Improvement Plan will be subject to annual performance reporting/evaluation

Step 12

Publish impact assessment.

Where will the Equality Impact Assessment be published?

Angus Council Website

Please state your name, position and date, and forward this pro forma either to your designated Equality Impact Assessment Co-ordinator, or if it refers to a committee report, it should be forwarded with the report to committee services.

Name: Alan Hope

**Position: Area Manager, Criminal Justice
Social Work Service**

Date:

_____ 23/02/2017 _____

For additional information and advice please contact:
the Equalities Officer - Tel: 01307 476058 or E-mail: Equalities@angus.gov.uk